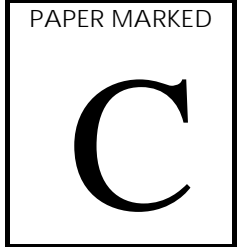


LEICESTERSHIRE POLICE AUTHORITY



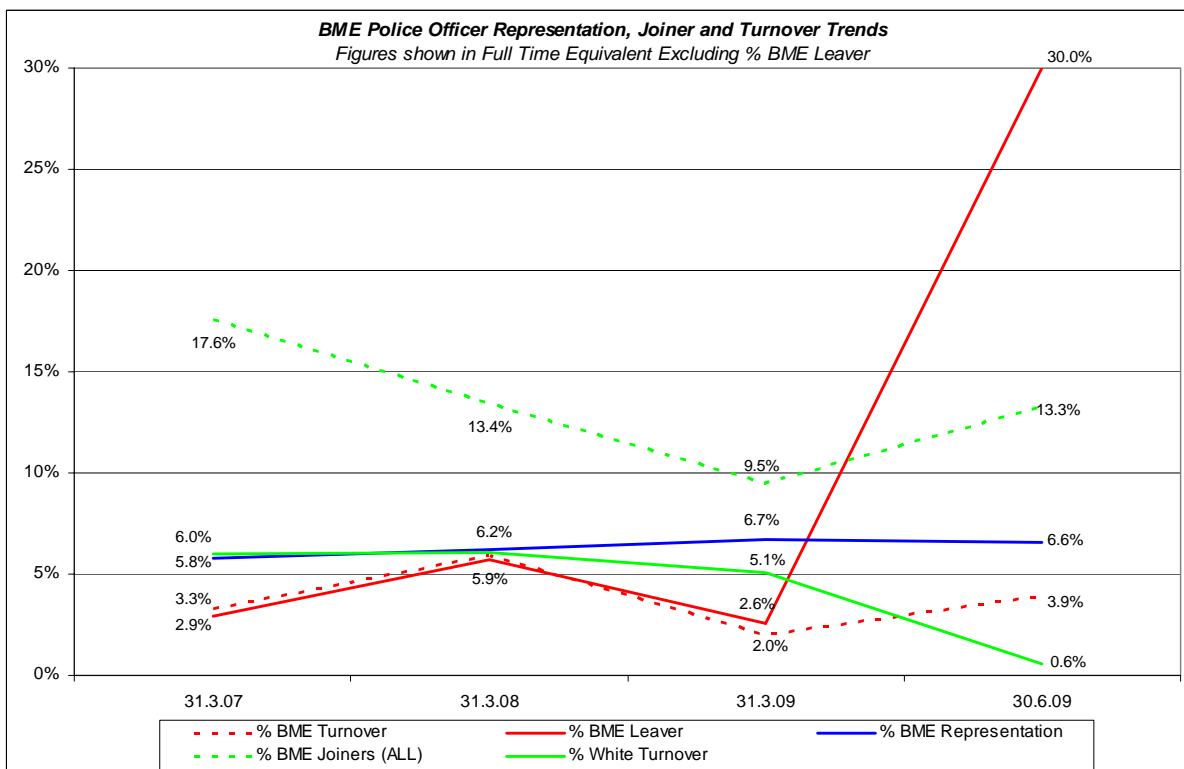
Meeting **HUMAN RESOURCES COMMITTEE**
 Date **THURSDAY 3 DECEMBER 2009 – 2.00 PM**
 Report of **DIRECTOR OF HUMAN RESOURCES**
 Subject **BLACK AND MINORITY POLICE OFFICER ATTRITION RATES**

Purpose of Report

1. The purpose of this report is to inform Police Authority members of the challenges faced by the Leicestershire Constabulary in meeting the 15% 2009/10 BME recruitment target (Leicestershire Police Authority Three Year Policing Plan 2009-12).
2. This report will consider Force BME attrition rates and research findings of Leicester and Leicestershire’s Economically Active Population (EAP).

Background

3. Leicestershire Constabulary currently employs 156 FTE BME officers (157 headcount), or 6.6% representation, (2366 FTE officers employed by the Force overall). The latest Home Office figures for 2008/09 place Leicestershire third highest for BME representation (6.6%) behind the Metropolitan Police (8.8%) and West Midlands (7.7%).
4. Turnover takes into account those FTE officers leaving against the overall FTE average (during the same period). Leavers are the percentage of police officers who have left the Force during the period (April – June 2009) divided by the total number of leavers.



5. The above chart shows that BME turnover has fluctuated from 3.3%, 2006/07, peaked in 2007/08 to 5.9% and currently stands at 3.9% (August 2009). This compares to a white officer turnover which was higher in 2006/07 at 6% but has decreased to 0.6%, August 2009.
6. Between 1st April 2005 and 30th September 2009, a span covering just over four financial years there were a total of 605 officers leave the Force for various reasons. The year with the highest number of police officer leavers was during 2005/06 when 159 officers left, the lowest year was 2008/09 with 115 officers. 29 BME officers left during this period (27 male / 2 female) accounting for 4.8% of all leavers.

| Financial Year | BME | Not Stated | White | Total | % BME Leavers |
|-------------------|-----------|------------|------------|------------|---------------|
| 2005-06 | 7 | 1 | 151 | 159 | 4.4% |
| 2006-07 | 4 | 5 | 130 | 139 | 2.9% |
| 2007-08 | 8 | 3 | 129 | 140 | 5.7% |
| 2008-09 | 3 | 2 | 110 | 115 | 2.6% |
| 2009-10 Quarter 1 | 6 | - | 14 | 20 | 30.0% |
| 2009-10 Quarter 2 | 1 | 1 | 30 | 32 | 3.1% |
| Total | 29 | 12 | 564 | 605 | 4.8% |

7. The above table shows that the BME attrition rate for the first quarter, April – June 2009/10 was disproportionately high with 6 BME leavers. Analysis of those leavers shows they were all from City BCU, 3 of which resigned following misconduct proceedings, 1 was re-appointed in a Police Staff position, 1 emigrated and 1 transferred to another Force.
8. Figures for the second quarter (July – September) show a more consistent BME attrition rate in line with those seen in previous years.
9. BME officers cited reason for leaving was most frequently transfer (8) and resignation (8). Other reasons were – retirement (6), resignation subject to misconduct procedures (3), required to resign (2), ill health (1) and deceased (1). It should also be noted that 3 of the 8 officers transferring to another Force had joined Leicestershire via a transfer originally.
10. The average length of service for BME leavers during this period was 9.2 years; comparatively white leavers were 17.1 years. Although this is likely to be due to a proportionally higher number of retirements. Ten BME officers had three year's service or less, with three leaving during their two year probationary period. The average age of a BME leaver was 38, with ages of leaving ranging between 24 and 51 for reasons other than retirement. 26 to 31 years were the most common ages for leaving (10).
11. Turnover rates for BME officers over the last three financial years have remained below 6%, with 2008/09 at a low of 2%. However there has been a rise in BME leavers this year accounting for a 3.9% turnover. Comparatively white officer turnover has declined. Based on information and previous trends there is nothing to suggest that there will be an increased number of BME leavers. As 46.5% of BME officers in Force are stationed on the City BCU a higher attrition rate for BME officers on the City would be more expected, although this quarter (April – June 2009) is unusually high as BME officers account for 75% of leavers on the City. The reasons affecting City BCU BME officers, particularly determining whether there are any development issues, is being examined further by the City HRO.
12. The use of the 'Resigned – Other' category on NSPIS HR seems, to some extent, hide the true reason for BME officers leaving. Investigation into this years leavers identified that of the four BME officers in this category, three had performance / disciplinary issues. Therefore, it may be appropriate to evaluate the use of the category to ensure leavers are captured to reflect the true reason for leaving the Force.

Challenges for BME Recruitment

13. The Force Recruitment, Positive Action Team (PAT) pro-actively seek to recruit BME officers. The team conduct recruitment seminars in BME populated areas including places of worship and community centres. Part of this work includes breaking down 'myths' about policing and a profession within the Force ('Busting the Myths' leaflet). BME recruitment is constantly monitored by the PAT and support is offered throughout all stages of the application process to BME candidates. This includes everything from assistance with completing the application forms to putting on mock assessment workshops / interviews and offering a point of contact on any application queries. The PAT also monitors the failure rate throughout the application process and organises recruitment seminars in order to meet the required BME recruitment targets. A thorough programme of school, college and university visits are co-ordinated to 'sow the seed' to potential BME candidates who are about to leave education and begin their career paths. The PAT keeps a database of names of potential candidates who expressed an interest in joining the Force or have applied before and have been unsuccessful but would like to re-apply.
14. In addition, 'Search' Ryton scores have been examined to determine whether there is any discrepancy between white and BME police officer candidates. Results, in the tables below, show that for 2008 and 2009 a higher proportion of BME candidates, compared to their white candidate counterparts, failed the assessment centre process.

| 2008 | BME | White | Not stated | Total | 2009 | BME | White | Not stated | Total |
|-----------------|------------|--------------|-------------------|--------------|-----------------|------------|--------------|-------------------|--------------|
| > 60% | 27 34% | 246 47% | 10 | 283 46% | > 60% | 10 29% | 68 28% | 1 | 79 29% |
| 50 – 59 | 28 36% | 204 39% | - | 232 38% | 50 – 59 | 10 29% | 104 43% | | 114 41% |
| < 50% (fail) | 24 30% | 76 14% | - | 100 16% | < 50% (fail) | 15 42% | 67 28% | | 82 30% |
| Total | 79 | 526 | 10 | 615 | Total | 35 | 239 | 1 | 275 |

15. Further analysis of 'Search' examining the actual pass rates attained by those candidates who passed the Ryton assessment centre process (> 60) reveals that white candidates excel / achieve a higher pass rate compared to their BME counterparts. However, this is 2 years data and the numbers are not conclusive nor is the pattern of difference significant.

| 2008 | BME | White | Not stated | Total | 2009 | BME | White | Not stated | Total |
|-------------|------------|--------------|-------------------|--------------|-------------|------------|--------------|-------------------|--------------|
| 60 – 64 | 18 67% | 158 64% | 4 | 180 | 60 – 64 | 8 80% | 53 78% | 0 | 61 |
| 65 – 69 | 9 33% | 67 27% | 5 | 81 | 65 – 69 | 1 10% | 12 18% | 1 | 14 |
| 70 – 79 | 0 | 21 8% | 1 | 22 | 70 - 79 | 1 10% | 3 4% | 0 | 4 |
| 80 + | 0 | 0 | 0 | 0 | 80 + | 0 | 0 | 0 | 0 |
| Total | 27 | 246 | 10 | 283 | Total | 10 | 68 | 1 | 79 |

Economically Active Population

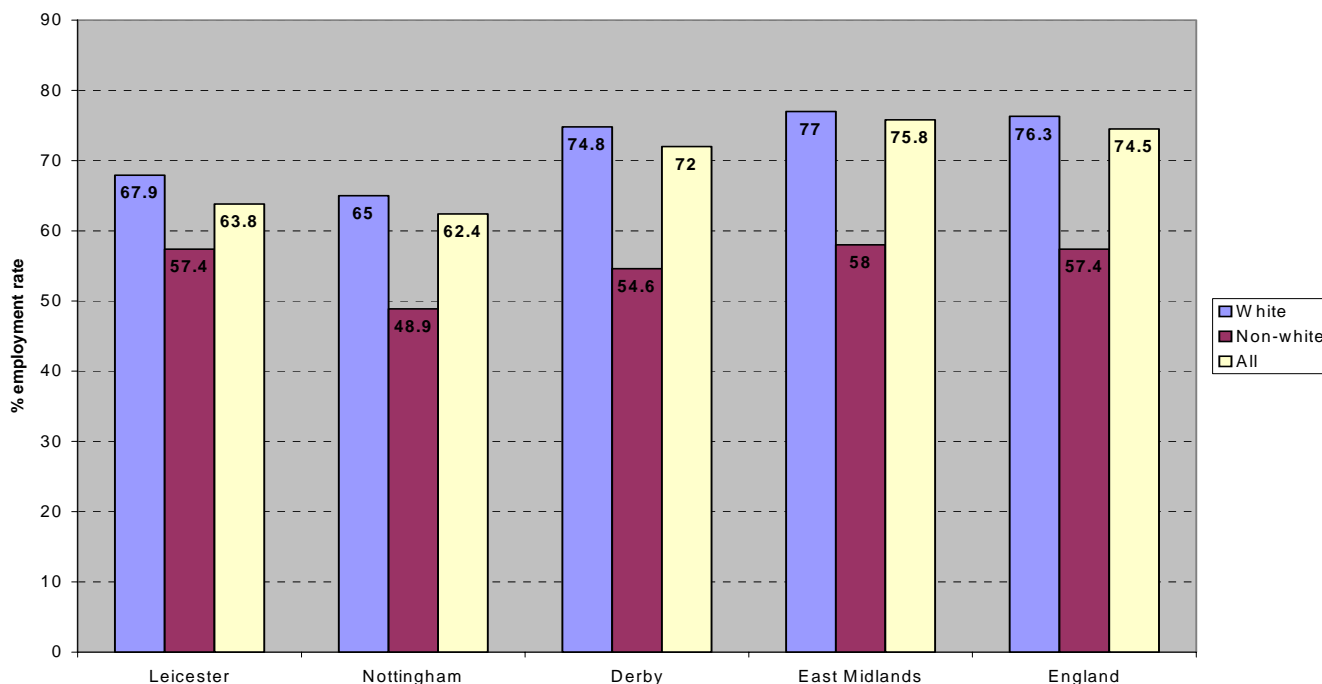
16. Leicester City and Leicestershire has a near-perfect match between its demographic profile and that of the country as a whole. Leicester is also one of Britain's multi-cultural cities, the first in which more than half of its population will be from 'minority' ethnic communities by 2011.
17. Leicester is unique amongst English cities in that its predominant ethnic minority community is of Indian origin, from either East Africa, particularly Uganda or Kenya, or from Gujarat in India. 55% of the Indian group are Hindu, 25% Muslim and 15% Sikh.
18. The black population in Leicester comprises two groups – those of Caribbean origin and those of African origin.
19. The following table shows the relevant academic achievement rates in the City and County compared to our Region and Nationally. It clearly shows the relatively poor academic achievement rates in the City

| Qualifications (Jan – Dec 2008) | Leicester City | Leicestershire | East Midlands | England |
|--|-----------------------|-----------------------|----------------------|----------------|
| NVQ4 & above | 40,600 21.4% | 109,900 27.5% | 25.4% | 29% |
| NVQ3 & above | 63,200 33.4% | 192,000 48.1% | 43.5% | 47% |
| NVQ2 & above | 94,700 50% | 271,400 68% | 62.4% | 65.2% |
| NVQ1 & above | 120,200 63.4% | 325,500 81.5% | 78.1% | 78.9% |
| Other qualifications | 27,100 14.3% | 28,500 7.1% | 8.8% | 8.7% |
| No qualifications | 42,300 22.3% | 45,500 11.4% | 13.2% | 12.4% |

20. This table clearly shows the majority of our BME population reside in the City. It also shows that our representation target would be 19.4%.

| Population – All Ages - 2006 | White | % | Non-white (All Ethnic Groups except White) | % | Black (Indian / Black / Black British or Mixed) | % |
|--|--------------|----------|---|----------|--|----------|
| Leicester City | 168,900 | 58% | 119,400 | 41.2% | 82,600 | 28.5% |
| Leicestershire | 570,600 | 89.8% | 60,400 | 9.5% | 38,700 | 6.1% |
| Leicester City and Leicestershire | 739,500 | 80% | 179,800 | 19.4% | 121,300 | 13.1% |
| East Midlands | 3,867,000 | 88.6% | 480,000 | 11% | 264,000 | 6% |
| England | 42,738,000 | 84.2% | 7,704,000 | 15.2% | 3,544,000 | 7% |

21. Employment rates by ethnic groups – 2002/03



(Source : *The Diversity of Leicester : A Demographic Profile / Annual Labour Force Survey 2002/03*)

Conclusion

22. BME attrition rates remain relatively stable and will continue to be monitored by the Strategic Equality Board and Diversity Panel.
23. The Force Recruitment, Positive Action Team has in place 'tried and tested' measures to pro-actively encourage new police officer recruits from the BME community. These measures have certainly had a positive impact on ensuring the Force meets the 13.5% BME target for 2008/09.
24. In addition, analysis of 'Search' Ryton assessment centre scores reveals that more BME candidates than white candidates are failing to achieve the Leicestershire Constabulary 60% pass rate and of those that are achieving the required score the majority are within the 60 – 64% mark compared to their white candidate counterparts who are achieving 60 – 79%.
25. Research undertaken showing the academic achievement rates shows that pupils in education in the City are lower achievers than their County, Regional and National peers. Most of our BME communities live in the City. It is therefore possible to conclude that this may have an impact on the performance of BME candidates at selection and promotion boards. Whilst there is no specific academic entry requirement for policing, our selection processes all possess an academic or 'test' element.
26. This work is in its early stages and is beginning to give us an indication of both the targets we should be aiming for but also some of the barriers or difficulties we will need to address. Further analysis and recommendations will be made via the Strategic Establishment Board to the Diversity Panel in due course.

Recommendation

27. Report circulated to Police Authority Members for information.

Contact Officer

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